

## II. Lifelong Learning and HRD

### An Employment Status Analysis of the Retired Military Servicemen

Jong Hoon Kang · Jong-Woo Kim

The main purpose of this study was three-fold: 1) to review the current employment supporting system for the retired military servicemen; 2) to analyze the employment status of those retirees and find differences by personal trait in the concerned areas, and 3) to design ways to enhance employment opportunities for them.

For the purpose of this study, many relevant literatures were reviewed to investigate 1) the employment status and the supporting status of the retired, 2) the operating status of the vocational education and guidance system, and 3) the vocational education and training, as well as supporting system for the retired. Experts meetings consisting of the authorities concerned with the military services, including the Ministry of National Defence, members from the Korea Institute for Defence Analysis, and other related experts, were held to examine study directions, survey instrument, intermediate study results and final study results. Telephone survey technique was administered by the stratified sampling to 1,400 from the retired 5,023 military servicemen registered in the MNDJOB to attain the appropriate data for the employment status analysis. The data were analyzed by the descriptive statistics, and chi-square and regression techniques.

#### Results

- 1) The trend found showed that the longer the military service duration of the retired, the greater the possibility of unemployment. The possibility of unemployment or self-employment was also found when the retired tried to get the job relevant to his branch of the service. Furthermore, the retired with higher school education had a more possibility of employment.
- 2) The retired with a higher reservation wage and a job relevant more to his branch of the service earned a higher monthly wage.
- 3) 54.6% of the retired had employment in branches irrelevant to the service. A close relationship between employment and a branch of the service existed among the retired from combat branches of the army, with more the service duration, and with more vocational certificates.
- 4) The unemployed had a higher level of reservation wages than the employed, but with a prolonged unemployed status the reservation wage level

#### Key words

- Retired military servicemen
- Employment opportunities
- Vocational education and guidance system
- Reservation wage
- Transfer of military service career to the labor market

continuously decreased. The prime concern when retiring was job security (54.2%) than military career transition or wages.

5) 63.8% of the retired did not have experience in Vocational Education and Guidance. Specifically, those who retired from the air force, with a subordinate officer rank, the longer service duration, at an older age, and with lower school career did not have experience in Vocational Education and Guidance.

6) Employment information sources consisted mostly of personal sources such as broadcasting, newspapers, relatives and friends, and of sources from the Ministry of National Defence. However, the success rate of finding employment through such assistance averaged around 2.93%. Those who retired with a higher rank demanded more foreign language education, while those who retired with an older age demanded more acquisition of vocational certificates, and those retirees with higher school education demanded more foreign language and computer related education.

### Policy Recommendations

- 1) Career development and management system should be established for military servicemen.
- 2) An industry-military-school transition system should be established for job creation, and customized education programs should be developed and operated to reflect industry demands.
- 3) Career guidance programs and supporting system should be developed for the self-guided career design and section.
- 4) The accessibility and quality enhancement of the employment information and supporting programs should be secured.
- 5) Cooperative system is needed to ensure successful transfer of military service career to the labor market.
- 6) The diversification of instruction methods such as the on-line education should be devised to develop the skills needed in the labor market with consideration for personal characteristics and demands.
- 7) Internship programs in firms of the retirees' choice for potential future employment should be activated to enhance social adaptation.